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Agenda item 141

# United Nations common system

## Report of the Fifth Committee

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## I. Introduction

1. At its 2nd plenary meeting, on 16 September 2016, the General Assembly, on the recommendation of the General Committee, decided to include in the agenda of its seventy-first session the item entitled "United Nations common system" and to allocate it to the Fifth Committee.

2. The Fifth Committee considered the item at its 8th and 23rd meetings, on 27 October and 23 December 2016. Statements and observations made in the course of the Committee's consideration of the item are reflected in the relevant summary records.[1]

3. For its consideration of the item, the Committee had before it the following documents:

(a) Report of the International Civil Service Commission for the year 2016 (A/71/30);

(b) Statement submitted by the Secretary-General in accordance with rule 153 of the rules of procedure of the General Assembly on the administrative and financial implications of the decisions and recommendations contained in the report of the International Civil Service Commission for the year 2016 (A/C.5/71/3);

(c) Related report of the Advisory Committee on Administrative and Budgetary Questions (A/71/564).

[1] A/C.5/71/SR.8 and A/C.5/71/SR.23.



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## II. Consideration of draft resolution A/C.5/71/L.15

4. At its 23rd meeting, on 23 December, the Committee had before it a draft resolution entitled "United Nations common system" (A/C.5/71/L.15), submitted by the Chair on the basis of informal consultations coordinated by the representative of Sweden.

5. At the same meeting, the Committee adopted draft resolution A/C.5/71/L.15 without a vote (see para. 6).

# III. Recommendation of the Fifth Committee

6. The Fifth Committee recommends to the General Assembly the adoption of the following draft resolution:

## United Nations common system

*The General Assembly*,

*Recalling* its resolutions 44/198 of 21 December 1989, 51/216 of 18 December 1996, 52/216 of 22 December 1997, 53/209 of 18 December 1998, 55/223 of 23 December 2000, 56/244 of 24 December 2001, 57/285 of 20 December 2002, 58/251 of 23 December 2003, 59/268 of 23 December 2004, 60/248 of 23 December 2005, 61/239 of 22 December 2006, 62/227 of 22 December 2007, 63/251 of 24 December 2008, 64/231 of 22 December 2009, 65/248 of 24 December 2010, 66/235 A of 24 December 2011, 66/235 B of 21 June 2012, 67/257 of 12 April 2013, 68/253 of 27 December 2013, 69/251 of 29 December 2014 and 70/244 of 23 December 2015 and its decision 67/551 of 24 December 2012,

*Having considered* the report of the International Civil Service Commission for the year 2016,[1]

*Reaffirming its commitment* to a single, unified United Nations common system as the cornerstone for the regulation and coordination of the conditions of service of the United Nations common system,

1. *Takes note with appreciation* of the work of the International Civil Service Commission;

2. *Takes note* of the report of the Commission for 2016;[1]

3. *Reaffirms* the role of the General Assembly in approving conditions of service and entitlements for all staff serving in the organizations of the United Nations common system, bearing in mind articles 10 and 11 of the statute of the Commission;[2]

4. *Recalls* articles 10 and 11 of the statute of the Commission, and reaffirms the central role of the Commission in regulating and coordinating conditions of service and entitlements for all staff serving in the organizations of the United Nations common system;

### I
### Conditions of service applicable to both categories of staff

### A. Framework for human resources management

1. *Welcomes* the work undertaken by the Commission regarding the revised human resources management framework;

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[1] *Official Records of the General Assembly, Seventy-first Session, Supplement No. 30* (A/71/30).

[2] Resolution 3357 (XXIX), annex.

2. *Takes note* of the conclusions and decisions of the Commission contained in paragraph 28 of its report;

### B. Separation payments

1. *Recalls* the recommendation of the Commission on the establishment of end-of-service severance pay for staff serving under a fixed-term contract and separating from the Organization upon the expiration of that contract after 10 or more years of continuous service;

2. *Regrets* that no decision was taken on the issue of end-of-service severance pay for fixed-term staff during the sixty-fourth and sixty-fifth sessions of the General Assembly;

3. *Recognizes* that a decision must be taken, and requests the Commission to undertake a comprehensive analysis, in consultation with relevant stakeholders, of the above recommendation effect of the adoption of the, including the updated financial implications and the distinctions between temporary, fixed-term and continuing contracts, and to report thereon to the General Assembly at its seventy-third session in order for a decision to be taken on the recommendation and, as appropriate, the implementation date;

## II
## Conditions of service of staff in the Professional and higher categories

### A. Base/floor salary scale

*Recalling* its resolution 44/198, by which it established a floor net salary level for staff in the Professional and higher categories by reference to the corresponding base net salary levels of officials in comparable positions serving at the base city of the comparator civil service (the United States federal civil service),

*Recalling also* its resolution 70/244, in which it approved a unified base/floor salary scale and decided that the scale should be updated to reflect any adjustments in base/floor salaries that might be approved before its implementation,

*Approves*, with effect from 1 January 2017, as recommended by the Commission in paragraph 122 of its report, the revised unified base/floor salary scale for staff in the Professional and higher categories, as contained in annex V to that report;

### B. Evolution of the margin and margin management around the desirable midpoint

*Recalling* section I.B of its resolution 51/216 and the standing mandate from the General Assembly, in which the Commission is requested to continue its review of the relationship between the net remuneration of the United Nations staff in the Professional and higher categories in New York and that of the comparator civil service employees in comparable positions in Washington, D.C. (referred to as "the margin"),

1. *Reaffirms* that the range of 110 to 120 for the margin between the net remuneration of officials in the Professional and higher categories of the United Nations in New York and officials in comparable positions in the comparator civil

service should continue to apply, on the understanding that the margin would be maintained at a level around the desirable midpoint of 115 over a period of time;

2. *Notes* that the margin between net remuneration of the United Nations staff in grades P-1 to D-2 in New York and that of officials in comparable positions in the United States federal civil service in Washington, D.C., for the period from 1 January to 31 December 2016 is 114.5;

3. *Requests* the Commission to include information on the margin, as well as on the development of the margin over time, in an annex to its annual reports;

4. *Recalls* its decision contained in resolution 70/244 that, if the margin trigger levels of 113 or 117 are breached, the Commission should take appropriate action through the operation of the post adjustment system;

5. *Notes* the Commission's decision to continue monitoring the level of the margin and to take the necessary corrective action under the operation of the post adjustment system should the trigger levels of 113 or 117 be breached;

## III
## Other matters

### A. General Service salary survey methodologies

*Requests* the Commission, during its next review of the General Service salary survey methodologies under the Flemming principle, to consider the possibility of further increases in the weight of the local national civil services among the retained employers, taking into account that the United Nations is a civil service organization, as well as past experiences of the Commission from the previous round of surveys;

### B. Equitable geographical representation and the goal of 50/50 gender balance

*Recalls* paragraphs 54 and 55 of its resolution 70/244 and the decision of the Commission contained in paragraph 160 of its report, and in this regard requests the Commission to continue to provide information to the General Assembly, at its seventy-second session, on the progress made by organizations of the United Nations common system in the implementation of existing gender policies and measures towards achieving the goal of 50/50 gender balance and strengthening geographical diversity within the common system.